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SENATOR REDFIELD: Actually, no. The employee many times has gone outside of the unions and sought counsel, but then have changed their minds some way down the process and have come back to the unions and said, I changed my mind, I do want you to represent me after all. And because this has happened time after time, the unions have found that it is best for them to be prepared, because you can't always throw together...

SENATOR SMITH: I understand that. I understand that, and I want to get beyond anecdotal evidence here in terms of the process and what can and should and generally happens, not anecdotal sometimes. But I'm wondering if, according to your handout here, as a worker perhaps not belonging to a union, I had a complaint about the benefits. If this bill passes and I want to use outside counsel, would I end up having to pay for two, two attorneys?

SENATOR REDFIELD: No, you would only pay for the one you chose.

SENATOR SMITH: If this bill passes.

SENATOR REDFIELD: Yes.

SENATOR SMITH: Thank you.

SENATOR CUDABACK: Thank you, Senator Smith. Senator Schimek, on AM0381 to LB 226.

SENATOR SCHIMEK: Yes, thank you, Mr. President and members. I'd like to thank Senator Redfield for bringing this issue back to us this year, and it is kind of a tough issue to explain and I think you've done a very good job, Senator Redfield, of doing that this morning. But I guess I want to follow up with what Senator Smith was asking you and maybe clarify just a little bit more, if I'm understanding it right anyway. Am I to understand you that under grievances that the union is obligated to represent that nonunion employee unless that nonunion employee decides to get outside counsel? Am I hearing you right on that, Senator?